



ANNUAL REPORT 2024



COLAC OTWAY DISABILITY
ACCOMMODATION INC.



Respect



Independence



Integrity



Honesty



Empowerment



COLAC OTWAY DISABILITY
ACCOMMODATION INC.

Vision

An inclusive community in which people have the opportunity to fulfil their unique potential.

Mission

CODA Inc. is committed to providing our clients with a range of quality, community based support programs which are flexible, accessible, affordable and safe, while promoting each persons' independence and value as a member of the community.

Our Values

All organisations have a culture which is built on shared values of its people. These values guide us in all our decisions and are fundamental to compliance with the CODA Inc. Code of Conduct.

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Leadership/Administration Team

Chief Executive
Officer
Monica Provan

Administration Officer
Sandra Walker

Administration
Support Officer
Elise Carson

Business Manager
Olivia Goto

Cluster Manager
Individual and Group
Based Services
Renee Wilson

Finance Officer
Jan Verouden

Finance Officer
Jennie Woods

Finance Officer
Sharryn Trease

Implementation &
Services Continuation
Officer
Sue Gamble

Intake & Continuation
Coordinator
Pauline Fletcher

Manager Emergency
Management,
Property and Fleet
Wendie Fox

Manager IT and
Digital Infrastructure
Madison Tovey

Manager Office
Administration
Nicole Lucas

Manager People,
Safety and Culture
Lucy Sinclair

Operations Manager
Naomi Colville

Operations Support
Officer
Jessica Lo Ricco

Services Manager
Bernice Reynolds

CODA Inc. Board Members



KAREN BRADY
Chair

Community representative
with expertise in community
services and finance.



MARY CAREW
Member

Community representative
with expertise in education,
community service and
volunteering.



ED MORRISSEY
Vice Chair

Community representative
with expertise in organisational risk.



CHRIS HOUTSMA
Member

Community representative
with expertise in accounting,
taxation and business and parent
of current client.



TIM CLARKE
Treasurer

Community representative
with expertise in accounting,
taxation and business services.



ROSS SUARES
Member

Community representative
expertise with state-level
governance and parent of
current resident.



JOHN SCARROTT
CODA Inc. BOARD MEMBER/Retired
8.2.2010 – 9.2.2024

“ Volunteers do not necessarily have the time, they just have the heart. ”
– Elizabeth Andrew

Chair and CEO Report

As we reflect on the past year, themes of resilience and empowerment resonate deeply throughout our journey. The challenges of the past year have tested our strength, but they have also highlighted our capacity to draw upon our shared skills, to analyse, develop a response and provide both our staff and clients with tools to respond to our shared and individual challenges.

The past year has seen several important changes within our leadership and supervisory teams improving our combined skill base and our resilience. We welcomed two new executive team members in October 2023: a Business Manager, Olivia Goto and an Operations Manager, Naomi Colville whose contributions have invigorated our leadership and continuity of quality service provision. Additionally, a new member joined our IT team, Travis Williams allowing Madison Tovey to follow her IT career goals.

We also faced the departure of a few key team members. We bade farewell to our Cluster Manager Renee Wilson, a long-term member of our supervisory team, Corina Henriksen and Administration Manager, Nicole Lucas. Their resignations have been a reminder of the dynamic nature of our workforce, as well as the challenges presented by recruitment to and deregulation of the disability sector. The remaining and new members of our teams have shown remarkable adaptability and commitment, supporting continuity and progress so we can continue to provide safe services during these transitions.

This year, we undertook a strategic restructuring of our leadership and administrative teams to better align with our evolving needs. We introduced new members to our intake and operational administration functions, replacing former roles and we also redefined existing roles to enhance our operational efficiency.

Additionally, we reworked a key role held by Lucy Sinclair to focus on managing HR functions and OH&S with the intent of improving our recruitment and retention of staff, including support and training, during these challenging times for the sector. Several external consultancies also worked with different teams within the organisation to identify staff needs and systemic improvements that could be made.

The dedication of our staff to continuous improvement remains evident, despite the ongoing demand for our services and the need to manage a waiting list in a time of significant staff shortages. Our focus continues to be on aligning our staffing levels with the sustainable delivery of high-quality services, ensuring that we continue to improve upon our quality of service and empowerment of both the people we support and our staff at every level of the organisation.

The results of our re-registration quality audit completed in February evidence this commitment of our entire staffing body to delivering services and implementing improvements based on feedback from clients and families. Our policies and procedures needed some consolidation and clear expectation of outcomes around training for complex support needs in line with new standards set by the NDIS Quality and Safeguards



Karen Brady
Chair



Monica Provan
CEO

“ We are dedicated to finding sustainable solutions to service delivery, whilst maintaining registration, compliance, and quality. ”

Commission, but otherwise we met the standards expected of our service delivery and received some lovely feedback from clients and parents about the importance of our service to their everyday lives and the confidence they have with our staff.

Our finance and administrative staff turned significant attention to the implementation of the new enterprise bargaining agreement rolled out in August that the organisation is respondent to. Rostering processes and cost analysis, time sheets and recording processes for public holidays and other staff benefits and penalties all required review and updating. Consultation with our clients also had to occur to arrange support times that were compliant with the agreement requirements whilst still maintaining relevancy to the clients needs.

This marks the second year in our three-year Strategic Plan, carrying over several goals from the previous plan due to pandemic-related delays, staffing shortages and funding challenges. While it has been sobering to assess the impact of new local competition from unregistered providers on our objectives, it has also been gratifying to witness staff working together to identify opportunities and improvements they can contribute to their individual service delivery, their team and the organisation. Our Specialist Disability Accommodation (SDA) build is continuing, with a redesigned, contemporary setting that aligns with our commitment to the

residents of CASS House. Although construction is now projected to be further in the future, the SDA certification of the design represents a significant step forward.

This year our efforts have been concentrated on significant repairs and maintenance across our organisation-owned properties. As these assets have begun to show signs of age, we have prioritized updating and maintaining them to ensure their continued effectiveness in supporting our services. While we did not acquire new buildings this year, our commitment to improving our existing infrastructure remains strong. We also remain committed to collaborating with SDA and registered Community Housing providers to expand affordable, long-term secure housing options for individuals with disabilities in our community. These maintenance activities are crucial in preserving the quality and functionality of our facilities, allowing us to better serve our clients and support our expanding team.

Another highlight of the year was our second Art Awards, again made possible by the generosity of anonymous donors. This event not only celebrated artistic talent but opened up The LEAP Shop environment to clients, families, members of the public and local councillors. We all appreciated having a large space to view the beautiful works submitted for the Awards with

over 60 pieces of artwork submitted.

Our Board Members have remained steadfast and resilient in their commitment to the organisation with a focus on maintaining and improving upon service quality and sustainability. Their focus on succession planning and the identification of new Board and executive staff ensures the long-term viability of our organization amidst the evolving regulatory environment. The Board also formally celebrated the long-term commitment made by John Scarrott after his retirement by unanimously approving life membership. John's diligence and expertise in monitoring the financial performance of the organisation was acknowledged by all.

Throughout the coming year our focus will remain on empowering our clients and staff to navigate the next round of challenges presented by the new NDIA legislation. We are dedicated to finding sustainable solutions to service delivery, whilst maintaining registration, compliance, and quality. We extend our heartfelt gratitude to our clients, families, and staff for their support and for being an integral party of our journey; your gratitude and confidence in our services fuels our resilience throughout the significant regulatory challenges we are facing.

Karen Brady - Chairperson
Monica Provan - CEO

Business and Operations Manager's Report

With the recruitment of Business Manager Olivia Goto and Operations Manager Naomi Colville in late 2023 this year has been one of process review, audit and consolidation across many facets of the organisation.

We have asked staff to pivot rapidly as quality and compliance has been a strong focus of everything our teams have achieved during 2024. Internal audits, reinstated processes and role adjustments have resulted in greater accountability and oversight bringing clarity across services and programs. In a year of change the Business and Operations teams have proven themselves to be both reactive and pragmatic as we continue to support our clients and their families.

Some of the highlights from this year include:

- NDIS Registration: CODA Inc. successfully passed the intense NDIS re-registration process and remains one of only a few locally-owned NDIS registered providers of Supported Independent Living services in the region.
- CODA Inc. opened a new site at Jellie Street in January 2024 with clients supported to access and trial Supported Independent Living programs.

- Role realignment for the internal structure of the Operations team resulted in the merging of Cluster Managers roles into one Services Manager. This change resulted in the installation of a tiered Intake and Continuation team providing broader administrative support for service provision and back-office processes.
- The Finance team have been reviewing and streamlining current processes, improving accuracy and efficiency in many areas. Succession planning and knowledge transfer have been a priority in 2024.
- A thorough evaluation of administration processes was undertaken and the Administration team have worked hard to ensure quality and compliance standards are achieved in their day-to-day tasks. Cross training has been imperative to enhance capabilities within the team.
- CODA Inc's. ITC team have been responsive and adaptable during a time of great change and continue to provide tech support across multiple CODA Inc. sites. With a view to the future, the team has been working on a document digitisation plan, new website and creating greater visibility for CODA Inc. on social media platforms.

- A substantial continuous improvement regime saw over 60 recommendations made to the Quality and Risk Committee from staff across the organisation identifying improvements to processes, new projects, and suggestions for services and programs.

The disability services sector is facing tremendous challenges across Australia with the NDIS Review and the preparations for the impending federal "Getting the NDIS Back on Track" Bill. CODA Inc. is feeling the effects of an unsettled future as the sector grapples with the complexity of NDIS funding and the reliance on the NDIA Disability Support Worker Cost Model. We are proud of the resilience and fortitude of our teams during this past year whilst we look forward to whatever the new year might bring.

We continue to remain supportive of our staff as they care for our clients and their families across all CODA Inc. services.

Olivia Goto - Business Manager

Naomi Colville - Operations Manager



People Culture and Safety

This year has proven to be a challenging one in the recruitment and commencement of new support workers, a familiar story with many disability providers, with the disability sector broadly being described as being in distress.

Due to the nature of the support worker role, we have numerous staff that work across other organisations, which can impact their availability, and particularly rostering staff on short notice.

We have commenced 10 new support workers in the 2023-2024 period, with these staff actively supporting our clients throughout the year. Our comprehensive induction process provides a sound understanding of CODA Inc. and how we operate.

Feedback from staff employed by other organisations has been very positive, with staff feeling confident in providing supports from the completion of their orientation and onboarding process.

Through our association with South West TAFE, we have been able to provide employment and placement opportunities to staff that are in the process of completing either Cert III in Individual Support or Cert IV in Disability. Support from the Supervisors and other support workers has provided

the opportunity to utilise the training from their courses to apply learnt skills in real workplace situations.

Through the year, we have provided the following training to our staff:

- Manual Handling and Infection Control
- Administration of Medication
- Introduction to Epilepsy
- Administration of Emergency Medication
- All-staff Professional Development
- Induction – including Emergency Management

We have had a focus on psychological safety in the workplace; with 15.1% of all new WorkCover claims in Victoria for work-related mental health injuries within disability services, up from 13.1% in the previous year.

We are actively working to reduce the likelihood of these types of occurrences, drawing on the expertise of the National Disability Services, and through workshops with the leadership team.

Lucy Sinclair - Manager People, Culture and Safety

“ We have commenced 10 new support workers in the 2023-2024 period, with all these staff actively supporting our clients through the year. Our comprehensive induction process provides a sound understanding of CODA Inc. and how we operate. ”

Facilities and Emergency Management

Facilities

This year has seen a continued focus on maintaining the quality and functionality of our properties to ensure they meet evolving standards and that our Specialist Disability Accommodation continues to accommodate the changing needs of our residents and tenants.

Our Thomas Street development has continued to progress slowly with the design fine-turned and Specialist Disability Accommodation (SDA) certification achieved. Key construction materials and major fittings and fixtures have been chosen in line with SDA Standard requirements and draft tender documentation developed.

Maintenance across our properties has been a priority. At Campbell Street we upgraded all wardrobe and glass sliding door hardware, repaired or replaced screen doors, and attended to various other issues to ensure ease of access and functionality. Jalmah residents are enjoying more individual control in their bedrooms through the installation of remote-controlled roller blinds, while a broken water mains pipe and other minor repairs were addressed to maintain operational standards.

The complete set up of the Supported Independent Living house at Jellie Street was

a highlight of this past year. The setup involved connecting utilities, purchasing white goods, furniture, household items, and installing blinds and screens for privacy. In collaboration with clients, parents, and support coordinators these efforts resulted in a comfortable and well-equipped home tailored to the needs of its residents.

Gas and Electrical Safety Audits and testing and tagging of all electrical equipment was undertaken across all properties to ensure compliance with required safety standards

Emergency Management

Over the past year, we have focused on maintaining and enhancing our emergency management procedures to ensure a safe and prepared environment.

We have diligently completed six-monthly Emergency Planning Committee audits to review and update our emergency plans, monitored staff compliance with legislative requirements and ensured our processes remain robust and effective.

To improve air quality and address potential health concerns, air purifiers were purchased and installed across our facilities. The acquisition

of personal protective equipment (PPE) and the ongoing review and restocking of our COVID-19 kits have become routine aspects of our operations. Additionally, we have refined our COVID-19 response processes to stay aligned with evolving guidelines and ensure our preparedness is maintained at a high level.

These measures collectively bolster our resilience and readiness in managing emergencies effectively.

Wendie Fox – Manager Emergency Management, Property and Fleet

“ Our Thomas Street development has continued to progress slowly with the design fine-turned and Specialist Disability Accommodation certification achieved.”

Supported Independent Living

SUPPORTED INDEPENDENT LIVING Bunjji

This year, Bunjji has been a hub of activity and growth for the residents. We have focused on enhancing independent living skills while actively encouraging engagement with the local community.

A notable highlight was welcoming a new housemate and bidding farewell to another, which brought opportunity for the residents to adapt and grow. Our commitment to supporting residents in gaining independence has been evident in their participation in different community events and activities.

Residents have enjoyed social activities throughout the year, including sharing special occasions with friends and family, movies and eating out. Residents also engaged in enjoyable outings including swimming, library visits, and visiting local markets. Celebrations for Christmas, Easter, and Australia Day were highlights, providing residents with the chance to partake in many festive activities.

One of the year's standout experiences was a weekend away to Halls Gap. This trip was a tremendous success, bringing joy to residents and staff, and providing a valuable opportunity for relaxation and growth outside of the usual environment. Another memorable event was attending "Grease the Musical" in Melbourne. Residents enthusiastically sung along, and navigated the city's transport systems, supporting development of independent travel skills.

Overall, this year has been marked by meaningful experiences and significant strides in fostering independence and community engagement for our residents at Bunjji.

SUPPORTED INDEPENDENT LIVING CASS House

At CASS House, we are dedicated to providing a nurturing and supportive environment. Over the past year, we've consistently provided 24-hour care in a stable, enriching setting, ensuring our residents enjoy a happy and safe home.

Joseanne, our Supervisor, has continued to embrace the opportunities and challenges that her role presents with dedication and enthusiasm.

This year, gardening has been a particularly rewarding experience, with residents actively participating in tasks which offer therapeutic benefits and a sense of accomplishment. Sensory activities have played a significant role in enhancing our residents' well-being and have proven to be calming and joyful.

In addition, residents have been involved in various household duties which foster a sense of independence and participation in the daily running of the house. Our residents have also benefited from walks within the local area, providing opportunities for exercise and community interaction.

As our residents continue to age, a focus on maintaining a healthy lifestyle has become increasingly important. We have supported them in attending health and specialist appointments to ensure their well-being and address any medical needs.

Consistent daily routines have been fundamental to our approach, offering stability and normalcy for our residents. At CASS House, we remain dedicated to high-quality care, building on last year's progress and further enhancing our residents' lives.

Supported Independent Living

SUPPORTED INDEPENDENT LIVING Jalmah

This year at Jalmah, our focus has been on enhancing our support as residents' needs change and adapting our support strategies accordingly.

We have emphasized the active support model, supporting health and well-being, and refining our approaches to align with these evolving needs. Involvement in household tasks reflects residents continued engagement and participation in their own lives. We have also prioritized facilitating health assessments, including regular health and specialist appointments as the residents age.

Residents have continued to engage with the community regularly, participating in various events and activities, providing valuable opportunities for social interaction and enjoyment. This year, residents enjoyed many local festivals, events, markets, and shows.

Our staff have been dedicated to increasing their skillsets to better support residents as their needs change. We are continually exploring new strategies and innovative approaches to effectively manage daily tasks, and provide the best possible support.

As residents' relationships with one another evolve, we have focused on maintaining a calm and friendly environment, ensuring positive and supportive interactions among all members of the household.

Overall, this year has been marked by subtle adjustments in our support strategies to meet the changing needs of our residents. We remain committed to providing high-quality support and fostering a positive living environment.



Supported Independent Living

SUPPORTED INDEPENDENT LIVING Jellie Street

In December 2023, CODA Inc. secured a private rental property, marking an exciting new chapter. By early January, the process of setting up the Supported Independent Living (SIL) home began with the residents.

A new role for Supervisor Kerry Fletcher was introduced, who, while still supervising Langdon House, took on the challenge of establishing the new SIL residence. The transition went smoothly, with Brooke and her cat Minnie moving in and settling quickly, followed by Rachel and Peter, who transformed the residence into a warm, inviting home. An art studio was set up onsite, allowing residents to showcase their artistic talents.

Visitors have praised the residence's welcoming atmosphere, highlighting the dedication of housemates and support staff. The support network has been vital in fostering friendships, encouraging new experiences, and achieving positive outcomes for all residents.

Residents were encouraged to develop daily living skills and a sense of belonging. Staff support included budget planning, meal preparation, time management, cooking, cleaning, gardening, and community engagement, ensuring both residents' well-being and community connection.

Brooke and Rachel participated in an all abilities choir, culminating in a successful community concert alongside The Red Violets. Residents also engaged in social activities, such as birthdays, local events and markets.

This array of activities and support has contributed to a vibrant, engaging, and supportive living environment where residents thrive and feel truly at home.



Supported Independent Living

SUPPORTED INDEPENDENT LIVING Wahroonga

At Wahroonga, our dedication to fostering a supportive and nurturing environment for our residents remains strong.

Over the past year, we have focused on providing a safe and enriching setting for our two residents, with an emphasis on promoting their well-being and independence. Under the guidance of Supervisor Jen Carpenter, we have introduced new routines aimed at supporting our residents' mental health. These routines have been instrumental in creating a structured and positive environment, contributing to their emotional stability and personal growth.

Our residents have enjoyed a variety of enriching activities this year. A notable highlight for one resident was attending the SOS ABBA Tribute Show in Queenscliff, which offered both joy and social interaction.

Josh and Caetlin have actively participated in daily household tasks, including laundry, dishes, cooking, and bed making. By working together with staff on these responsibilities, they have enhanced their independent living skills and contributed to the smooth operation of the household.

Caetlin has embraced her creativity by making gift cards and badges, which she sells through a stall at Murray Street Market. This activity has provided her with a sense of purpose and achievement, while also fostering connections within the community.

As we look ahead to the next year, we remain focused on working with our residents to increase their independent living skills. We are committed to building on the progress made and continue to enhance their well-being with the ongoing support of our dedicated staff.



Short Term Accommodation & Occasional Care

Langdon House

Langdon House has delivered a range of services throughout the year, including Short Term Accommodation (STA), Occasional Care (both at Langdon and in-home), In-Home Respite, and extended STA stays.

These services cater to children and adults with intellectual, physical, and sensory disabilities, providing opportunities to develop independent living skills in a warm and supportive environment. This year, we continued to offer social and learning experiences that also allow parents and carers a much-needed break.

We are pleased to report that the weekend programs for children, re-introduced in early 2023, have received positive feedback and have continued into 2024. As the only NDIS-registered STA service in our area, Langdon House is dedicated to delivering a caring and professional service.

Our staff worked closely with clients to discuss personal goals and develop strategies to achieve positive outcomes. We encouraged clients to adopt a 'can-do' attitude, helping them to persist and adapt to succeed in their desired outcomes.

Langdon House is a vibrant hub, centred around our all-abilities kitchen space where clients and staff engage in activities such as cooking, gardening, and crafts. The summer months are particularly lively, with clients often using the outdoor undercover area to cook on the BBQ, share stories, and enjoy their time together.

In the top lounge, younger children explored the sensory library corner, which fosters a love of reading and creative activities. Clients were also encouraged to access the community with ease, thanks to our bus. Activities included constructing shopping lists, grocery shopping, and participating in local social outings, such as:

- BBQs at Botanical Gardens, Gellibrand Park, and Red Rock Lookout
- Kana Festival
- Local markets and cinema
- Carols by the Lake
- Local footy games
- Newly renovated children's all-abilities play parks
- Airbnb Troy Cottage weekend away
- Colac Show and Christmas lights displays
- Celebrations for Halloween and Easter

An engaging addition this year has been our sensory wall decals, which have proven to be a hit with both clients and staff. These vibrant, tactile decals encourage interaction and add an element of fun to our environment, creating moments of joy and surprise for everyone.

Langdon House has also had the honour of supporting several clients in achieving their goal of independent living. We wish them all the best in their new homes and commend our staff for their role in building the skills that made this transition possible.

LEAP Collective

LEAP COLLECTIVE

This year, following the departure of team supervisor, Corina Henriksen, the LEAP Collective team has come together to ensure the smooth operation of both The LEAP Shop and the LEAP Collective programs.

Key highlights of the year include:

Weekly Activities: A small client group participated in a weekly pool competition, fostering regular social interaction and engagement.

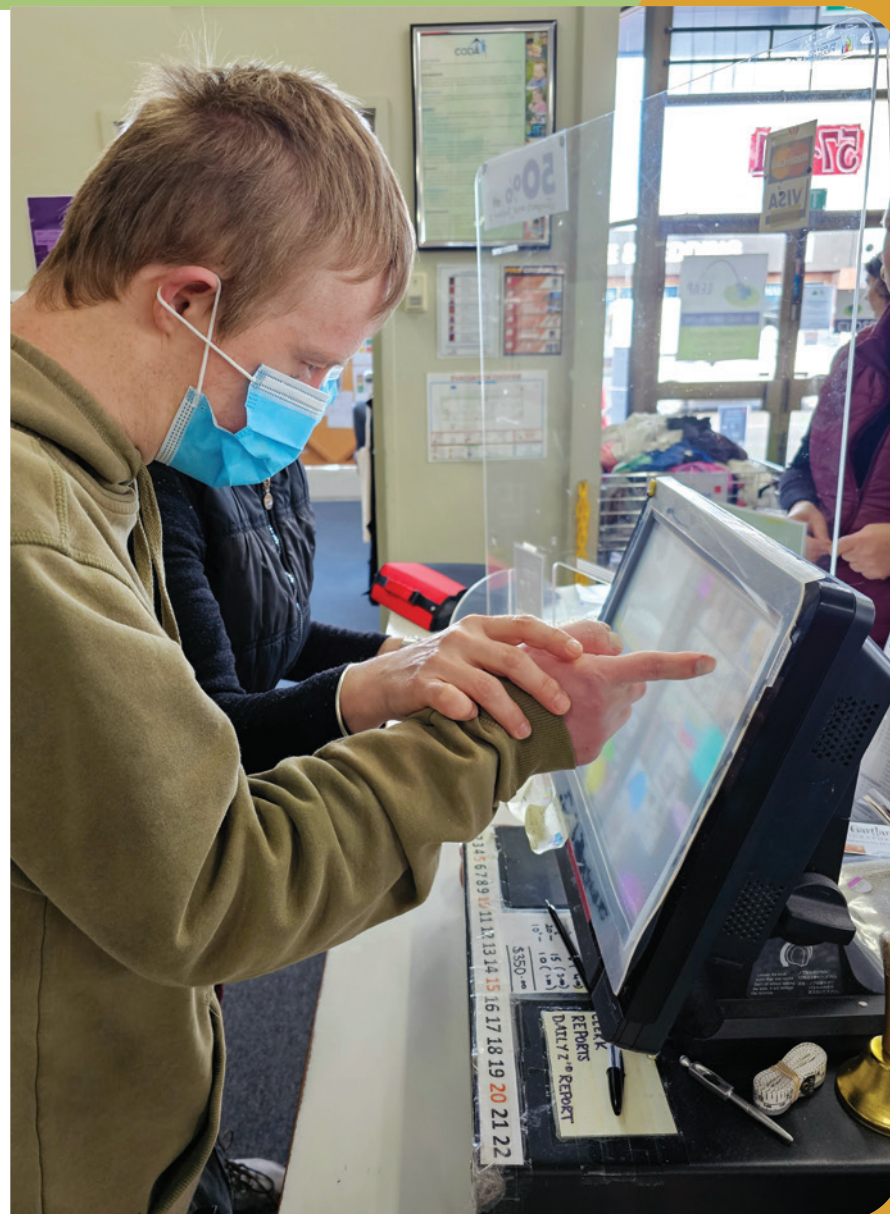
Group Outings: The young ladies' and men's groups enjoyed regular trips to regional and metro centres. Notable outings included a shopping day in Geelong, exploring Melbourne and Werribee Park Zoos, Sovereign Hill Winter Wonder Lights and the Deep Blue Hot Springs in Warrnambool.

Community Engagement: Clients engaged in various activities of their choice, such as kicking the footy, playing PlayStation, swimming, visiting the gardens, sightseeing, craft, cooking, and shopping.

Arts and Crafts: The art group got creative making terrariums, Easter gifts, and decorations.

Day Activities: Clients were supported to undertake fitness and gym sessions, library visits, morning teas, lunches in social settings, drives, and bush walks.

The LEAP Shop continues to thrive, offering clients valuable pre-employment skills and community interaction. The shop has also contributed to the community by donating excess stock to disadvantaged individuals, other volunteer groups and remote opportunity shops. Clients and staff work collaboratively to achieve their goals, reflecting the spirit and dedication of the LEAP Collective.



My Supports and Empowering Pathways

MY SUPPORTS AND EMPOWERING PATHWAYS (YOUTH AND ADULT)

Over the past year, the My Supports and Empowering Pathways programs, guided by Supervisor Megan Billing, have remained dedicated to enhancing client independence through daily living activities, skill development, and capacity building. The team has actively sought innovative approaches to support clients access community-based activities, improve daily living skills, and pursue learning opportunities.

Key highlights from the year include:

Daily Living Support: Clients have been assisted in becoming as independent as possible with daily tasks such as cooking, cleaning, banking, and shopping. They have also received support with personal care, hygiene, medication prompts, and exercise programs like gym and swimming.

Healthcare Access: Support was provided for accessing medical appointments, including visits to doctors, specialists, and allied health professionals.

Community Engagement: Clients were supported to explore various locales, to build confidence and connection to their communities.

Living Arrangements and Transitions: Clients were supported to move into new SIL houses and independent living units. Additionally, one client transitioned to aged care.

Skill Development and Achievements: Highlights include a client developing skills in a hydrotherapy program, another securing volunteer work, and one practicing singing for a local church performance.

Special Events: Clients attended notable events such as the AFL Grand Final, Supa Nova, and Comicon, enhancing their social and recreational experiences.

These achievements reflect the team's ongoing commitment to supporting clients on their journey toward greater independence and community involvement.



Staff Milestones

Congratulations to the following staff on reaching significant milestones.

Staff Member Milestones



Jo Cook

Staff Member Milestones



Melissa Benallack
Jodie Tevelein
Philip Savin



Marcia Pellegrino



Megan Billing
Bernice Reynolds

CODA Inc. Life Memberships



John Scarrott
CODA Board Member
8.2.2010 – 9.2.2024

John was nominated for life membership of Colac Otway Disability Accommodation Inc. on 1 November 2024, in recognition of his exceptional performance and significant voluntary contribution.

Growing up in Colac and district, John began his working life at Colac Hospital in 1967, thinking he would stay for 12 months while he worked out what he wanted to do, 39 years later John retired from the position of Director of Finance and Corporate Services and Deputy CEO. During his time at Colac Area Health, John spent many hours dedicated to study, completing two off campus degrees and gaining formal accounting qualifications.

Upon retirement John's expertise and reputation saw him quickly approached and working part time for many years for health services in the west of the state. Working part time allowed John to continue volunteering locally and enjoy regular travel breaks

with wife Liz, and one exceptionally memorable trip to South America with son Alistair in 2007.

To John volunteering was a way of helping organisations, his service to local communities began in the late 70's with the Beeac Football Club, where he played over 217 games, became a committee member and took on the role of Treasurer.

John first joined CODA Inc. as board member in 2010, giving freely his time and expertise, most especially in the area of organisational finance. It was not long before his accounting expertise was put to work with John taking on the role of Treasurer in 2012 and holding this important role for the following nine years. John's skills came to the fore as Treasurer, particularly during the annual finance audit, ensuring our figures and notes were accurate. After resigning from the role of Treasurer, Board members continued to actively seek his review of the audited accounts due to his exceptional diligence.

John is also a life member of the Colac and District Football Umpires Association, a member from 1981 till 2022 in which time he umpired 914 games and held the positions of Treasurer and President.

In addition to his 14 years of voluntary service to CODA Inc. John has been an active father, supported Liz to pursue a nursing career and been a member of the Colac East Kindergarten Committee, Colac High School Council and Rotary. John became a member of Rotary in 1995 and is still enjoying contributing to this group. He has also over the years done considerable pro bono work auditing financial records for many local organisations, including the CFA and The Probus Club of Colac.



Bertha Langdon
Colac Hostel Association
Committee Member
1978 – 1991



David Schram
Board Member
2003 – 2022



Mary Carew
Board Member
1998 – current



George Roberts
Board Member
2004 – 2020



Jacqui Suarez
Volunteer and CEO
1990 – 2016

Acknowledgements - Thank you!

We would like to thank the following individuals and businesses for their generous support of Colac Otway Disability Accommodation Inc. Art Award 2023 - Freedom.

Judge

Michelle Caithness

Event Sponsorship

Findex Colac

Acquisitive Prize Award

Anonymous Donor

Highly Commended

Proudly sponsored by
Terra Craft, Apollo Bay.

2 Dimensional Artwork Award

Proudly sponsored by
Sinclair Wilson.

3 Dimensional Artwork Award

Proudly sponsored by
Creative Otways.

3 Dimensional Artwork, Recycled Materials

Proudly sponsored by
Sue Schram and David Schram,
Life Member of CODA Inc.

**Artist residing in Colac Otway Shire
Award** - Proudly sponsored by
Otway Print and Frame.

Artist under 18 Award
Proudly sponsored by
Jump Start, Vic Health.

People's Choice Award
Proudly sponsored by
Gellibrand River Gallery.

We would like to thank the following people and businesses for their continuing support:

- Argento Panels
- Ball and Croft Better Home Living
- BDH Constructions
- Colac Area Health – Home Nursing
- dKnet Partners:
 - Focus
 - La Trobe Lifeskills
 - Pinarc Disability Support
 - Management Governance Australia
- Edney Electrical
- Elisha and Stephen Curren
- Findex – Community Fund Donation
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 - Mary Carew
- Trevor Harty Painters and Decorators

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Page 7:

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Page 12:

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Rachel Tickner

Page 13:

Joshua Venner and
SOS ABBA Tribute
performers

Page 15:

Michael McCrickard

Page 16:

Rohan Pace and
Megan Billing



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ACCOMMODATION INC.



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